

**San Jose Fire Fighters, IAFF, Local 230
2010-2011 Cash Compensation Profile**

TOP STEP FIRE ENGINEER¹

	Current Compensation	After 8.91% Total Compensation Reduction²
Base Pay	\$109,366	\$98,813
Holiday-In-Lieu (5.623%)	\$6,150	\$5,556
Anti-Terrorist Training Pay (2.00%)	\$2,187	\$1,976
Education and Training	\$910	\$910
EMT	\$2,947	\$2,663
Uniform Allowance	\$495	\$495
Total Cash Compensation³	\$122,056	\$110,413
Retirement Contribution (13.70%)	\$16,125	\$14,569
Health Insurance ⁴	\$1,446	\$1,446
Dental Insurance (PPO) ⁴	\$67	\$67
Total Benefits	\$17,638	\$16,082
Gross Pay	\$104,417	\$94,331
Difference in Gross Pay		\$10,087
% Difference in Gross Pay		9.66%

Notes and Comments

¹ Classification is eligible for overtime.

² Assumes 8.91% Total Compensation is taken in a 9.65% base pay reduction.

³ Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

⁴ Assumes employee is enrolled in family health and dental.